

## CCSD Differential Pay Plan

### Kindergarten – 1<sup>st</sup> Grade

**Student Achievement Description:** Percent of students at grade level on the spring IRI or advancing one level on the Spring IRI.

Benchmarks	Certified share	Classified share
75%	1.0	.50
70%	.75	.40
65%	.50	.25

### 2<sup>nd</sup> - 5<sup>th</sup> Grade

**Student Achievement Description:** Percentage of students making adequate growth according to their growth goals established in Aimsweb for math and reading.

Benchmarks	Certified share	Classified share
75%	1.0	.50
70%	.75	.40
65%	.50	.25

### 6<sup>th</sup> - 12<sup>th</sup> Grade

**Student Achievement Description:** Percentage of students who test at proficiency (70% or higher) on End-of-Term assessments. Teachers with more than one subject area will have benchmark computations based on an average.

Benchmarks	Certified share	Classified share
75%	1.0	.50
70%	.75	.40
65%	.50	.25

### Administrators, Specialists and school-wide classified staff:

The share will be based on school-wide averages.